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ABSTRACT

This study was designed to identify and analyze the problems women face in the greater Kansas City, Missouri area. Six major topics were examined in order to determine the significant roles they played in the lives of these women. The topics were health, violence, family and child welfare issues, employment and finance, education, and quality of life. The study conducted a survey of 686 girls and women in the greater Kansas City area, carried out 6 focus groups with women experts in the selected areas of interest, and held interviews with 33 leading service agency program directors in addition to those with local advocacy groups. The data provided a descriptive study and quantitative analysis which revealed that the priorities of women appeared to relate strongly to the socialized role of women. The areas of major concern were health and education and these areas were of concern to both individual women and their families. (KM)

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Report of the 1991 Needs Assessment Study of Women and Girls in the Heartland

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Report of the 1991 Needs Assessment Study of Women and Girls in the Heartland.

In order to identify and analyze the problems women face in the greater Kansas City area a study has been commissioned by the Women's Fund of Greater Kansas City . The study focuses on **six major areas to examine the significant role they play in the lives of Kansas City women.** These areas are as follows:

* **Health issues.**
* **Violence**
* **Family and Child/welfare issues**
* **Employment and finance issues.**
* **Educational issues.**
* **Quality of Life**

The study reported on with this document involved a survey of 686 women and girls in the Greater Kansas City area; a series of six focus group sessions with women experts in the selected areas of interest, and a structured interview was conducted with thirty three leading program directors of service agencies, and structured interviews were also conducted with advocacy groups in the Greater Kansas City area.

Purpose of Report:

The purpose of this report is to revisit the original intent of the study as commissioned; to present descriptive results of the data; and the final report.

Methodology:

The study utilized a survey method of data collection as well as structured interview methods among select groups of professional individuals, and expert panels on the various topics within the study. The data analysis provides a descriptive study and a quantitative analysis of the data collected.

Approach

The data collection for the study occurred in several ways.

1. A survey of women and girls was conducted within the nine county region within the Greater Kansas City area. The survey was collected from a general population. Representativeness was achieved through the selection of participants through zip codes assignments.

2. Survey data was also collected from intact groups of clients of various specialized agencies and organizations .

3. Qualitative data was collected through a focus group process from a series of six expert panels.

4. A structured interview was conducted with program directors of service agencies and/or advocacy groups.

5. A survey of the pertinent literature was conducted to identify the variables within the categories of the research on the specific topics.

Data analysis:

The data analysis methodology provided both a qualitative analysis to describe the patterns in the data relative to the needs of women as perceived by the study participants.

The data analysis additionally provides a quantitative analysis of the survey data to provide a general description of the needs of women and girls. This quantitative analysis will also provide an indepth assessment of the various subpopulations addressed by the study.

Qualitative data analyzed the comparison of response patterns across the various expert panels. The panel data included in depth rationales for the selections chosen by each panel. These rationales were compared for underlying comparability. Quantitative data was analyzed through statistical procedures for descriptive and analytical statistics.

Results:

The final report of these data collection and analysis activities will be a report which details the experience of women who utilized the services of the community on behalf of themselves and their family and friends.

This report will present some generalized findings on the descriptive nature of the survey data; and the response data from the program directors interview data. Additionally this report presents the issues as seen by focus group members who were professionals and policy makers who are responsible for an adequate service delivery system.

Categories of Concern for Women and Girls

One purpose of the current study was to identify the primary categories of concern to women and girls. Six target areas were analyzed for patterns of agreement, disagreement and relative strengths of responses.

The Survey of women and girls suggest that health was most frequently selected as the top category of concern: specifically the accessibility of health care; and the availability of health insurance. The subsequent areas of priority concern was Education, Family and Child Welfare and Quality of Life. The education areas related to the issues of advanced education and of scholarships, the Quality of Life issues are related to relationships and to wellness and physical fitness, and the Family and Child Welfare issues reflects the concern over the parenting issues, and the needs of families particularly in times of stress such as divorce; and for blended families.

Table Frequency of categories selected by the survey population.

Category Selected by the Sample.	Top two Choices	
HEALTH	247	52
EDUCATION	85	193
QUALITY OF LIFE	32	178
FAMILY CHILD WELFARE	139	93
VIOLENCE	109	61
EMPLOYMENT FINANCE	66	99
Missing	6	10
Total	686	686

Survey descriptive results.

The demographic distribution of the population under study was as follows: Caucasian 56%, African American 26% Hispanic 8% Asian 5% and American Indian 3%. The age of the survey population ranged from 9 years to 90 years of age. The geographic dispersion represents the greater Kansas City area in terms of education, income, race, location and general family demographic attributes.

The following table Demographic Profile of the Sample describes the characteristics of the sample. The education level of this sample reflected that over 55% have post secondary education with 28.6% having college experience and 25.8% have graduate educational experience.

The income characteristics of the sample show that 51.2% of the sample earn less than $30,000. with 35.7% earning less than $15,000. while 48.8% earn over $30,000. and 15.9% earn over $50,000.

PROFILE OF DEMOGRAPHIC CHARACTERISTICS

EDUCATION LEVEL OF RESPONDENTS		Number	Percent
NO RESPONSE	0	9	1.3
ELEMENTARY	1	28	4.1
JUNIOR HIGH	2	52	7.6
SENIOR HIGH	3	175	25.5
POST SECONDARY	4	49	7.1
COLLEGE	5	196	28.6
GRADUATE	6	177	25.8
	Total	686	100.0
INCOME CATEGORY OF RESPONDENTS			
15.000 OR LESS	1	245	35.7
15.001 TO 30.000	3	106	15.5
30.001 TO 50.000	2	164	23.9
50.001 OR MORE	4	109	15.9
NO RESPONSE	.	62	9.0
	Total	686	100.0
AGE CATEGORY OF RESPONDENTS			
AGES 9 THUR 21	1	143	20.8
AGES 22 THUR 35	2	169	24.6
AGES 36 THUR 45	3	165	24.1
AGES 46 THUR 55	4	101	14.7
AGES 56 THUR 65	5	44	6.4
AGES 65 THUR 90	6	64	9.3
	Total	686	100.0
RACE OF RESPONDENTS			
WHITE	1	380	55.4
AFRICAN AMERICAN	2	176	25.7
AMERICAN INDIAN	3	19	2.8
ASIAN	4	34	5.0
HISPANIC	5	58	8.5
NO RESPONSE	.	19	2.8
	Total	686	100.0
RESIDENTIAL AREA			
CENTER CITY	1	80	11.7
DOWNTOWN AREA	2	74	10.8
EAST AND NORTHEAST	3	52	7.6
KANSAS CITY KANSAS	4	37	5.4
SOUTH KANSAS CITY	5	92	13.4
NORTHLAND	6	80	11.7
PLAZA	7	130	19.0
KANSAS SUBURBS	8	141	20.6
	Total	686	100.0

-PROFILE OF FAMILY ATTRIBUTES OF RESPONDENTS

-MARITAL STATUS OF THE RESPONDENTS				
MARRIED	1	297	43.3	43.4
WIDOWED	2	43	6.3	6.3
SEPARATED	3	18	2.6	2.6
SINGLE	4	233	34.0	34.1
DIVORCE	5	80	11.7	11.7
NO RESPONSE	6	15	2.2	2.2
	Total	686	100.0	100.0
FAMILY STRUCTURE OF RESPONDENTS				
TWO PARENT	2	122	17.8	35.5
SINGLE	3	141	20.6	41.0
ONE PARENT	4	68	9.9	19.8
NO RESPONSE	9	355	51.8	51.8
	Total	686	100.0	100.0
NUMBER OF CHILDREN IN FAMILY				
NONE	0	219	31.9	33.4
ONE	1	155	22.6	23.6
TWO	2	113	16.5	17.2
THREE	3	58	8.5	8.8
FOUR	4	17	2.5	2.6
FIVE OR MORE	5	94	1.2	1.2
NO RESPONSE	9	115	16.8	13.0
	Total	686	100.0	100.0
RELATIONSHIP OF CHILDREN LIVING AT HOME				
NO CHILDREN	0	287	41.8	41.8
OWN	1	344	50.1	50.1
GRANDCHILDREN	2	7	1.0	1.0
SIBLINGS	3	28	4.1	4.1
ADOPTED	4	5	.7	.7
FOSTER	5	1	.1	.1
OTHER	6	14	2.0	2.0
	Total	686	100.0	100.0

The variables associated with response patterns were also correlated to the family attributes. Family attributes of marital status and the number of children were highly associated with the categories of concern.

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The top areas of concern for the overall survey population was Health in terms of availability of health care insurance and the access to health care resources. The other major areas of most concern to women and girls were Education issues, Quality of Life and Family and Child Welfare issues.

Health:

The availability of adequate health care and insurance coverage is a growing problem in metropolitan Kansas City. Nationally, one of every four U.S. residents experiences gaps in health care coverage with higher incidence of no coverage for particular minority groups.

The number of medically indigent persons and families is growing. Three factors increase the risk that individuals will be medically indigent: lower income, lack of health care insurance coverage, and high health care needs.

In metropolitan Kansas City, there are 17,679 families, including 42,530 children, living at or below the poverty line in 1980. It is estimated that 20,000 persons are currently homeless in the metropolitan region. These groups are most likely to be or to become medically indigent.

The lack of prenatal care is linked directly to premature birth and low birth weight. In Kansas City, Missouri, the percentage of white women receiving adequate prenatal care remained fairly stable, dropping slightly from 82.8 percent in 1980 to 81.3 percent in 1985. For black women, those receiving adequate prenatal care dropped from 65.1 percent in 1980 to 52.8 percent in 1985.

In 1989, 45% of all Balck infants born in Kansas City were born to mothers with inadequate prenatal care; while 49% of the Black mothers in 1989 giving birth over the age of 40, had inadequate prenatal care.

In Kansas, statistics are kept by county for women of all races. In 1988, the percentage of Johnson County women receiving adequate prenatal care of 93.4 percent exceeded the percentage in Wyandotte County of 77.5 percent.

In general, health care is a double-edged sword for Kansas City women. Their relative inability to secure good jobs that provide health-care benefits puts women at risk, and the health problems that they face from lack of adequate care can leave them at a disadvantage in competing for good jobs. All too often as well, this means their children are at risk, and women raising children alone often put their youngsters' health care needs above their own, imperiling the family's future.

The survey response pattern in the area of health identified the following topics as important variables. The variable list among the various study participants suggested many similarities.

National attention has also focused recently on the problem of gender bias in medical research. This often means that medicines, treatments, and procedures have not been adequately tested on women, so that physicians may not have the information they need to provide women the best care.

Analysis of Health Issues.

Health Care issues which were identified by the focus groups and the program directors interviews suggest the major concerns in order of importance were:

Focus Groups	Program Directors	Survey Population
.Health education	.Health care costs	.Adequate Health insurance
.Access to Health care	.Substance Abuse	.Access to Health Care
.Family Violence	.Abuse/ Addiction	.Alcohol/drug abuse
.Diseases(eg. cancer, hypertension)	.Pregnancy Prevention .Alcohol/drug abuse	
.Pregnancy and Prevention of Pregnancy	.Adequate Health insurance	

Response Pattern of Survey Sample on Health

Alcohol/ drug abuse	**H1**	**167**	**16.8**	
AIDS	**H2**	**90**	**9.0**	
Prenatal/Postnatal Care	**H3**	**97**	**9.7**	
Pregnancy/Prevention of Pregnancy	**H4**	**136**	**13.6**	
Access to Health Care	**H5**	**184**	**18.5**	
Adequate Health Insurance	**H6**	**173**	**17.4**	
Diseases (eg. cancer, hypertension,etc)	**H7**	**108**	**10.8**	
Other	**H8**	**42**	**4.2**	
Total	**responses**		**997**	**100.0**

Analysis of Survey Data.

The purpose of the statistical analysis of this survey was to verify the hypothesis categories identified through the focus groups and structured interview data obtained in the first step of this study. The health category of issues was the most highly selected among the sample by all age groups and in all income categories.

The survey population data was further analyzed to consider the response pattern by correlation with the demographics of the sample. This correlational analysis suggested that the variables related to the health choices of the sample were highly related to the age, education, place of residence and to income.

The correlations suggested that the lower educational level and the lower income level of the respondent was related to the selection of health issues such as alcohol and drug abuse, AIDS, pregnancy/ prevention of pregnancy, access to health care . Similarly the residential areas of the sample was important to the selection of all health care issues. The downtown area and the center city area were most concerned with health care issues.

The age level differentiated the sample with the younger age groups selecting the issues of prenatal and postnatal care and pregnancy/ prevention of pregnancy; with the higher age groups selecting the issues of access to health care, adequate health insurance, diseases and counseling.

The correlational analyses further suggests that the health issues which are of community and social concern to the respondents are alcohol/drug abuse, AIDS, prenatal/postnatal care, diseases(cancer), and counseling services.
The following table of correlation coefficients show the variables which are significantly related to the health categories of issues.

Table Demographic variables with health issues

HEALTH CHOICES BY SELECTED RESPONDENT DEMOGRAPHICS

	AGE	RACE	INCOME	ZIP	EDUCATION
H1	.0000	.0217	-.0504	-.0817*	-.1265**
H2	-.0661	.0524	-.0648	-.0879*	-.0941*
H3	-.1060**	.0098	-.0540	-.0970*	-.0279
H4	-.0777*	-.0176	-.0961*	-.0991**	-.0989**
H5	.1901**	-.0292	-.0985*	-.1469**	-.1072**
H6	.2465**	.0147	-.0449	-.1163**	-.0608
H7	.1175**	-.0119	-.0226	-.0158	-.0536
H8	.1021**	-.0055	-.0163	-.0273	-.0206

	FAM_STR	MARITAL	CHIL_REL	CHILDREN
H1	-.0267	-.0295	-.0194	.0004
H2	-.0310	-.0151	-.0333	-.0396
H3	-.0328	.0257	-.0425	.0445
H4	-.0566	.0232	-.0178	-.0621
H5	.0144	-.0682	.0405	.0611
H6	.0163	-.0862*	-.0311	.0684
H7	-.0350	-.0110	-.0401	.0429
H8	.0110	.0219	.0015	-.0725

* - Signif. LE .05 ** - Signif. LE .01 (2-tailed)

Discussion:
The literature on the health area suggests that the importance of health care issues to women has several facets. The topics such as pregnancy, illness and family health all are contingent on the availability of health care resources and the adequacy of the health care insurance. The issue of pregnancy for women who have either no insurance or insurance with limitations on benefits is a major concern. Similarly the concern for adolescents who may become involved in teenage pregnancy. This concern for pregnancy for prenatal care and positive health outcomes is identified in the literature and in this report as a rationale for primacy of the health care concerns to women.

Additionally the literature suggests that the continued enrollment of women in the labor force has created a shift in women's health profiles. In the past women had fewer stress associated illnesses; the outlook is for women health profiles to become increasingly similar to the male profile. The absence of a significant body of research to respond to women's health needs results in an inability to develop measured responses to this area of concern. This portends increased heart disease, hypertension, and other disease in the absence of specific medical protocols which address women needs. The increased use of alcohol and smoking may adversely affect the mortality of women. The stated concern of this study among younger women was in the area of substance abuse services. The health care literature suggests that women suffer from depression at higher rates than men. The concern for counseling services and for access to such services may be related to both stress, and to a predisposition to depression by many women.

The issue of health care access is similarly important in that the labor market segmentation often places women in jobs for which there are few if any health benefits. The Medicaid support is limited in that such support is dependent upon a physicians acceptance of the Medicaid payment level. Additionally the health care insurance costs are higher for women than men. The barriers to holding a health care benefit are significant.

This study has shown that the issue of Health holds primacy among other issues to women. The experts in the qualitative phase of the study articulated the significance of this topic, as did the program directors in their interviews. This survey of 686 women and girls has demonstrated that health care is critical to all age groups, and to all groups of women.

Family and Child/welfare

Background

In metropolitan Kansas City, married-couple families represent 82.7 percent of all families. However, the proportion of single-parent, and in particular, female-headed, families is growing at a rapid pace. Today, one of every five families is headed by a single parent. Those single-parent families include some 66,985 children. The proportion of single-parent families varies by geographic area with almost 28 percent of all families with children in Wyandotte County headed by a single parent.

The metropolitan area is expected to experience a migration of people into this area to take advantage of job opportunities. The continued suburbanization means increased demands on local governments to provide for increased human service needs and physical infrastructure improvements. A pattern that attracts substantial numbers or new residents means that more must be done to assure women, particularly older women and women of color, the equal educational and attractive standard of living.

The literature on the issue of Family and Child Welfare suggests that the family is undergoing structural changes which may result in a new family form. The family of a generation ago had significant roles and functions performed by the extended family members. The needs of family members include physical needs, social needs and emotional needs. Past family forms allocated some of these needs to the extended family interactions. The literature on children suggest that children have developmental stages which require nurturing adults to encourage and to reinforce positive behaviors. The availability of adult leadership on behalf of children is limited. Research cited in the literature review suggests that children who do h=not have access to developmental resources have negative developmental outcomes. These children have difficulty in acquiring social competency skills and therefore have limitations on their abilities to become productive citizens.

The economic stress on the family requires adult family members to spend increasing time and resources in pursuit of income to secure the physical and material needs of the family. This economic stress is greatly increased by the absence of critical resources such as child care and elder care.

The national policy toward families is laissez faire which results in an array of services available to certain groups in society and an absence of services for others.

Quantitative Analysis of Family and Child Welfare Issues.

The survey response pattern of the sample in the area of issue of Family and Child Welfare suggest the order of importance of these variables. The variable list among the various samples is similar.

Response Pattern of Focus Groups, Program Directors, And Survey Responses

Focus Group Response	Program Directors	Survey Responses
.education	.child care	.Child/Infant care
.single parent poverty	.access to jobs	.Parenting Issues
.housing	.teen pregnancy	.Housing
.child care		.Access to Utility Assistance

The response pattern of all the sample data was hypothesized to be similar. This similarity of response patterns suggests that the issues are valid among the groups surveyed. The statistical analysis attempted to identify the response characteristics of the survey population.

Survey Response patterns on Family/Child Welfare:

Child/Infant Day care	FAM1	149	23.1	63.1
Elder Care	FAM2	90	14.0	38.1
Housing	FAM3	103	16.0	43.6
Access to Food/Utility Assistance	FAM4	99	15.4	41.9
Disabilities	FAM5	39	6.1	16.5
Parenting Issues	FAM6	105	16.3	44.5
Displaced Homemaker Issues	FAM7	32	5.0	13.6
Other:blended families	FAM8	27	4.2	11.4
	Total responses	644	100.0	272.9

Analysis

The data suggest that the variables which are important to the entire survey sample are child/infant care, access to food assistance, parenting, Displaced homemakers, other:blended families.

The correlational analysis further suggests that the issue of parenting was related to non minority respondents who reside within the urban area, and have higher education levels and higher income levels. The parenting issue was significant among these categories of respondents; Particularly among participants who had children. Additionally an issue of concern among young women was disabilities.

CORRELATION COEFFICIENTS

		AGE	RACE	INCOME	ZIP	EDUCATION
CHILD CARE	FAM1	-.0649	.0401	.0532	-.0020	.0689
ELDER CARE	FAM2	-.0321	-.0042	.0252	-.0222	-.0273
HOUSING	FAM3	-.0587	-.0752	-.0241	-.0722	.0114
ACCESS TO FOOD	FAM4	-.0691	-.0304	-.0398	-.0556	-.0208
DISABILITIES	FAM5	-.0819*	.0057	-.0528	.0348	.0179
PARENTING	FAM6	-.0258	.0886*	.1109**	.1029**	.1616**
DISPL. HOME	FAM7	.0293	.0215	.0091	-.0191	.0533
OTHER	FAM8	-.0202	.0607	.0520	.0643	.0293

	FAM_STR	MARITAL	CHIL_REL	CHILDREN
FAM1	.0662	-.0631	.0241	.0040
FAM2	.0626	-.0281	.0149	-.0133
FAM3	-.0029	-.0246	.0200	-.0076
FAM4	-.0382	-.0254	.0560	.0130
FAM5	.0774	.0278	.0274	.0740
FAM6	.0374	-.0449	.1157**	-.0057
FAM7	.0614	-.0070	.0599	-.0054
FAM8	.0481	-.0250	.0441	-.0188

- Signif. LE .05 ** - Signif. LE .01 (2-tailed)

The correlational analysis further suggests that the community and social concerns of the respondent sample was related to the issues of child care, disabilities, displaced homemakers, housing and food assistance. These issues appear to be of significant concern.

Violence

Violence is evident in our society in institutional violence such as discrimination; in personal violence such as child abuse and in criminal violence such as robbery, rape, and assault. The literature on violence discusses the two major forms of violence. These are identified as criminal violence, robbery, assault, homicide; and intimate violence such as child abuse and incest. Violence can be experienced at any age; adolescents experience date abuse and rape; women experience violence in the home as well as in the workplace. A social product of social and personal violence is the victimization experienced by women and the cycle of violence inflicted on children of families in domestic violence. The rise in homicide rates within both the urban and rural areas of the country suggest a societal tolerance for negative and anti-social behaviors.

Qualitative Analysis of Violence Issues

The Violence issues identified by the focus groups and the program directors' interviews suggest the major concerns in order of importance are child abuse and neglect, crime and neighborhood safety, family violence. and discrimination.

Focus Groups	Program Directors	Survey Population
.Prevention services: education and intervention	.lack of safety	.child abuse/neglect
.Discrimination and racism, sexism	.rape crisis	.family violence services
.child abuse and neglect	.crime	.crime and neighborhood safety
Family violence		
Neighborhood safety		
self esteem support groups		

The survey sample response pattern to the issues in the area of violence are: issues relative to child abuse and neglect, family violence and crime and neighborhood safety.

Table Survey response patterns on the issues of violence

Discrimination	V1	52	10.0	27.4
Child Abuse/Neglect	V2	117	22.5	61.6
Family Violence	V3	103	19.8	54.2
Prevention Services	V4	54	10.4	28.4
Rape crisis/intervention	V5	54	10.4	28.4
Crime/Neighborhood Safety	V6	89	17.1	46.8
Racism/Sexism/Harassment	V7	40	7.7	21.1
Other	V8	10	1.9	5.3
	Total responses	519	100.0	273.2

The correlational analysis on the issue of violence suggests that racism/sexism and harassment are associated with respondents who have higher levels of education; that the issues of child abuse/neglect and crime and neighborhood safety are issues related to respondents with relatively middle and upper incomes. The higher age group respondents also indicated a concern relative to crime and neighborhood safety. The relationship to race appears to suggest that minority respondents identify issues of violence in terms of issues of family violence and rape crisis/intervention.

Table Correlation of Demographic variables to issues in violence

	AGE	RACE	INCOME	ZIP	EDUCATION
V1	.0457	-.0293	.0010	.0452	-.0193
V2	.0449	.0934*	.0894*	.0468	.0281
V3	.0298	.0321	.1008*	.0218	.0430
V4	.0243	-.0017	.0275	.0127	.0353
V5	-.0362	.1199**	.0394	.0706	-.0205
V6	.1444**	.0635	.0940*	.0172	.0347
V7	.0422	.0505	.0372	.0162	.0770*
V8	-.0234	.0073	-.0002	.0392	-.0016

	FAM_STR	MARITAL	CHIL_REL	CHILDREN
V1	-.0539	.0195	.0371	-.0454
V2	-.0102	-.0380	.0145	-.0286
V3	-.0037	-.0082	.0276	-.0163
V4	-.0622	-.0019	.0485	-.0393
V5	.0322	.0342	-.0170	.0346
V6	-.0446	-.0561	-.0303	-.0369
V7	.0986	.0061	.0224	-.0238
V8	.0179	-.0007	.0903*	-.0603

V1

* - Signif. LE .05 ** - Signif. LE .01 (2-tailed)

Employment and Finance Issues

In 1989, 850,000 persons comprised metropolitan Kansas City's civilian labor force. Employed persons had grown to 808,500. The unemployment rate averaged 4.9 percent. The Kansas City metropolitan area's labor force has grown steadily since 1982, after experiencing some losses in the early 1980s. From 1982 to 1989, the area's work force grew by 172,000, an increase of over 25 percent. Much of the growth can be attributed to the growing participation of women in the labor force. While the number of males in the labor force grew 14 percent between 1982 and 1988, the number of women grew close to 40 percent.

The Kansas City area is expected to grow more slowly during the next decade. This slow down reflects less growth in the number of women entering the area labor force.

While the participation of women in the work force is still below that for men, their participation rate jumped from 56.4 percent in 1982 to 65.9 percent in 1989.

Since 1986, the participation of men has been gradually declining, from 82.4 percent in 1986 to 80.7 percent in 1988. In 1980, women represented 44 percent of the region's total civilian labor force. Of the 353,181 working women, just over half had children under the age of 6 years and over two-thirds had children between the ages of 6 and 17. Nationally, the proportion of women with children who participate in the labor force has increased between 5 and 10 percent, depending upon the age of the child.

Although more women and minorities are moving into managerial and professional positions, the proportion of those workers in those occupations continues to remain below that of white males. The percentage of women in executive, managerial and administrative occupations grew from 9.4 percent in 1983 to 12.8 percent in 1988. Although the percentage of women employed in administrative support and service occupations has declined slightly since 1982, women are still working predominantly in those areas.

EMPLOYMENT BY SEX AND MINORITY STATUS: 1988
METROPOLITAN KANSAS CITY

Area	Labor Force	Total Employment	Unemployment Rate	Participation Rate
Metro K.C.	847,056	802,107	5.3%	65.9%
Female	371,578	353,181	5.0%	54.8%
Black	92,692	82,564	10.9%	63.2%
Hispanic	17,470	16,311	6.6%	67.0%
Other	16.722	15,417	7.8%	66.2%
Jackson	348,502	327,629	6.0%	65.5%
Johnson	199,110	192,871	3.1%	n/a
Wyandotte	89,429	82,371	7.9%	n/a

Source: MO Division of Employment Security, Research and Analysis Section, and Kansas Dept. of Human Resources

The diversified nature of the area's economy, the relatively high participation of women in the labor force and steady growth in jobs and population has helped keep the unemployment rate lower than the national average.

Some segments of the labor force do experience greater difficulty in finding employment. Mostly severely affected by unemployment are minorities. The unemployment rate of 10.9 percent for black adults is twice that of the area's average. Unemployment rates are somewhat less for women than for all groups except Hispanic women.

Kansas City women have not achieved economic equality, either as employers or employees. **Less than half of Kansas City businesses are owned by women,** but **most are small businesses in the service sector. Kansas City women entrepreneurs indicate that lack of capital and credit continues to prevent them from starting and maintaining viable business ventures.** Service related industries have grown the fastest and in particular, communication, legal, business and health services.

Qualitative Analysis of Observational Data.

The survey response pattern of the sample in the area of issue of Employment and Finance suggest the order of importance of these variables. The variable list among the various study participants is similar.

Response Pattern of Focus Group, Program Directors and Survey Response

Focus Group	Program Directors	Survey Response
.career education job training child care discrimination	.Lack of opportunity	.Job training/ retraining
.equal pay lack financial management skills	.Lack of equal pay	.Equal Opportunity for advancement
.equal opportunity for advancement public transportation inability to obtain credit	.Glass ceiling	.Access to credit
.need to take risks	.Discrimination .Economic self- sufficiency	.Transportation

The survey sample response pattern identified the following concerns within the Employment and Finance category are Job training and Retraining and Equal Opportunity for Advancement, Access to financial credit, and Transportation.

Employment and Finance Response Frequency

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Job Training/Retraining	EMPLOY1	93	23.4	60.0
Transportation	EMPLOY2	54	13.6	34.8
Equal Opportunity for advancement	EMPLOY3	78	19.6	50.3
Sexual Harassment on the job	EMPLOY4	21	5.3	13.5
Ability to obtain financial credit	EMPLOY5	42	10.6	27.1
Access to credit	EMPLOY6	55	13.9	35.5
Salary Issues	EMPLOY7	32	8.1	20.6
	EMPLOY8	22	5.5	14.2
	Total responses	397	100.0	256.1

Quantitative Analysis of Survey Data

The demographic variables associated with job training and retraining and transportation are age, race and income. The correlation suggests that the younger age groups with incomes less than 15,000 selected this category. The issue of access to financial credit was associated with both minority status and with incomes less than $15,000. Interestingly the women who are single and under 35 appear to identify difficulty with sexual harassment on the job. Sexual harassment and salary issues are also associated with women with children.

Table Demographic variables with Employment and Finance Issues

	AGE	RACE	INCOME	ZIP	EDUCATION
EMPLOY1	-.0811*	-.0768*	-.1491**	-.0032	-.0260
EMPLOY2	-.0469	-.0608	-.1181**	-.0385	-.1148**
EMPLOY3	-.0380	-.0516	-.0502	.0641	.0025
EMPLOY4	-.0208	.0132	-.0451	-.0016	.0512
EMPLOY5	-.0259	-.1350**	-.1118**	-.0423	-.0519
EMPLOY6	-.0249	-.0608	-.0758	-.0208	.0412
EMPLOY7	-.0207	-.0342	-.0392	-.0049	-.0002
EMPLOY8	-.0089	-.0181	.0172	.0560	.0062

	FAM_STR	MARITAL	CHIL_REL	CHILDREN
EMPLOY1	.0605	.0509	-.0345	.0155
EMPLOY2	.0050	.0769*	-.0120	-.0393
EMPLOY3	.0445	.0317	.0186	.0650
EMPLOY4	.0098	.0972*	.0405	.1142**
EMPLOY5	.0370	-.0029	-.0155	.0133
EMPLOY6	-.0007	.0707	-.0109	.0077
EMPLOY7	-.0213	.0179	.0277	.1249**
EMPLOY8	-.0555	.0269	-.0129	-.0655

* - Signif. LE .05 ** - Signif. LE .01 (2-tailed)

Discussion:

The literature suggests that the issues related to employment and finance are job training and retraining and equal opportunity for advancement. The labor market segmentation of earlier periods resulted in a labor force which was highly segregated. The advances of women through education and labor force experience has served to reduce labor market segmentation on the basis of sex but not to eliminate the effects of such segmentation. The effects of labor market segmentation is to relegate certain areas to women and minorities while at the same time reserving areas of the labor market for majority males. The inability to advance in the presence of adequate education and adequate experience has brought such terms as the glass ceiling and discrimination, as well as, sexual harassment. Clearly there does exist a differential in the degree of advancement experienced based on the notion of a glass ceiling in employment. For black and minority women this ceiling exists in double glass preventing women from professional positions and the career progression ranks that have been accessed by majority women. The continued need to eliminate discriminatory practices is a labor market dilemma.

The study results here suggest that the women today still face barriers to equal opportunity and to job advancement. In addition the need for labor force restructuring suggests that many will have to seek additional skills to remain competitive. The labor market segmentation may loose its dominance in the period of restructuring. Therefore, the present study suggests that women have a keen interest in the area of education for the workplace. The auxiliary issues of salary, of employment discrimination, and sexual harassment on the job may erode; but are reported by this study as a significant concern among all groups of women. The presence of women in the labor force today is associated with the support of their families. The economics of the family require more than one job per family to support the household and the needs of the children. The increasing cost of a child's primary and college education has had enormous affect on the ability to maintain a family income and plan for these future costs. This need for an expanded family income suggests that the labor force participation rates of women will increase.

The current literature now suggests that many women are in many cases holding more than one job to maintain the family economic structure. The dissolution of the traditional family and the increasing numbers of female headed household appears to reinforce the trend towards higher labor force participation by women. The employment and advancement issues on the job may need additional study to identify mechanisms to both support women in employment and to assist the family economic structure.

The literature also suggests that the employment and the underemployment issues are central to many of the other quality of life issues encountered by women; i.e., the capacity to have insurance, adequate health care, training and education. The labor market opportunities in the wake of the restructuring of the economy will require women to reeducate to be competitive. The restructuring of employment and family economics is also resulting in the emergent responsibities of home care, caring for children, and caregiving for parents on the part of women.

EDUCATIONAL ISSUES

Background

Metropolitan Kansas City's population is better educated today than 10 years ago. Today, 85 percent of the area's adult population are high school graduates.

Despite the increasing educational attainment by area adults, many area residents are functionally illiterate. It is estimated that some 27,000 adults in the Kansas City area function at or below a third grade level. Illiteracy is closely related to some of a community's most severe problems: crime, unemployment, welfare and poverty.

By area, adults in central city locations have less formal education than their suburban counterparts. By race, African American, and Hispanic adults have completed fewer years of education. Teen pregnancy has been a contributing factor for high school dropout rates.The high school dropout problem is more severe in the Kansas City, Missouri, and Kansas City, Kansas, school districts than in suburban districts. The Kansas City, Missouri, School District estimates the dropout problem at between 47 and 57 percent.

EDUCATIONAL ATTAINMENT: PERCENT OF POPULATION

County	less than 8 yrs	high school grad	college grad
Jackson	7%	71%	18%
Johnson	3%	88%	32%
Wyandotte	8%	62%	9%

The growing Hispanic and Asian populations have placed increasing demands on programs designed to increase English proficiency. Area schools will be required to provide increased services to children unable to speak English well enough to perform in a regular school setting.

Qualitative Analysis of Educational Issues:

Education issues which were identified by the focus groups and the program directors interviews suggest the major concerns in order of importance were:

Focus Group	Program Directors	Survey Responses
.Glass ceiling	.Further education /training	.Access to educational opportunities
.Need money for training programs	.Sex Education	.Availability of loans scholarships
.Build self esteem in young girls		.Availability of dropout prevention
.Sex stereotyping in schools		.Availability of Literacy GED Education
.Need more female role models		.Support for Public Education
.Need funding for women to pursue education		

These concern were contrasted with the response of the survey population in the order of importance of the respondents.

Survey population response patterns on the issues of education/training.

ACCESS TO EDUCATIONAL OPPORTUNITIES	EDUC1	208	28.2	75.9
AVAILABILITY OF LITERACY/GED EDUCATION	EDUC2	135	18.3	49.3
AVAILABILITY OF DROPOUT PREVENTION	EDUC3	155	21.0	56.6
AVAILABILITY OF SCHOLARSHIPS/LOAN/GRANT	EDUC4	182	24.7	66.4
SUPPORT FOR EDUCATION	EDUC5	58	7.9	21.2
	Total responses	738	100.0	269.3

Quantitative Analysis of Survey Data:

The data was further analyzed to consider the relationships between demographics and educational issue variables.

The correlational results were calculated to determine the characteristics of the response pattern. The demographic variables associated with this category were age of respondent, race, residential area and education level. The age groups under 35 who were single and without advanced degrees in education were most interested in scholarships, loans and grants. The support for education variable was associated with persons who had advanced education, were likely to live in the suburbs and were from an over 30,000 dollar income category.

Table Correlation of Demographic Variables to Issues in Education

	AGE	RACE	INCOME	ZIP	EDUCATION
EDUC1	-.0888*	-.0685	-.0419	.0114	-.0773*
EDUC2	.0038	-.0206	.0112	.0366	-.0821*
EDUC3	-.0075	.0236	.0595	.0730	.0065
EDUC4	-.2006**	-.0627	-.0152	.0554	-.0406
EDUC5	-.0508	.1200**	.0633	.1428**	.0819*

	FAM_STR	MARITAL	CHIL_REL	CHILDREN
EDUC1	-.0260	.0735	.0323	-.0546
EDUC2	.0206	.0050	.0122	.0129
EDUC3	.0353	-.0271	.0341	-.0819*
EDUC4	.0638	.0873*	.0302	-.0547
EDUC5	.0202	-.0351	.0850*	-.0063

* - Signif. LE .05 ** - Signif. LE .01 (2-tailed)

The correlational analysis appear to suggest that the lower age groups, without higher education, non minority respondents are concerned about issues such as access to educational opportunities and for availability of scholarships, loans, and grants. The suburban respondents with college or graduate education appear to have interest in the issue of support public education.

Discussion:

The category of education appear to be of importance to all age categories of women. The emphasis of the issues appear to vary among different groups of women and girls within our sample. The literature suggests that girls are adversely affected within the educational system through sex stereo typing and through test bias. The issue of primary concern among the survey sample was educational opportunity. This issue is keenly felt by those who find employment barriers as a result of inadequate educational preparation. There is a double bias in education for women of color in that educational testing is in itself often biased.

The need for an education for women today is seen as critical within the literature surveyed as well as from the participating groups of experts, program directors and the sampled surveyed for this study. The age group under 22 appear to find a need in the area of educational scholarships and grants to attend school, while the group over 22 appear to be interested in advanced educational and advanced degrees. The need for women in the labor market to support family incomes suggest that women will continue to seek educational opportunity as a method of achieving that goal.

The literature suggests that for women dropping out because of pregnancy is a principal barrier to high school completion; and that in school discrimination has an affect on both women and minority women. The issue of dropouts also reflects a systemic failure. The question of a system wide failure rate of 47 to 57% suggests that there may be school practises which contribute to this phemomenon. The ways to understand, to research and to restructure the school setting to facilitate the greater retention of the youth is critical to the preparation of young women for college careers.

The education system does not offer a mentorship experience for young women to nurture them in the preparation for careers or in the pursuit of careers after they do achieve educational credentials.

The overriding health concerns of this survey sample may be related to the issue of dropout prevention and in school retention The critical concern for girls in health is pregnancy; and teenage pregnancy appears to be the leading cause of women dropping out of school. The in school retention issue was linked to the dropout issue; and among this sample was a major educational concern. The current cry for educational restructuring is a demand for the school systems, the school districts, the school principals, the school teachers, to acknowledge that the current educational practise is ineffective with respect to large numbers of minority students. This restructuring debate demands a change to performance based educational based on effective practise.

Quality of Life

BACKGROUND

Like the rest of the nation, Kansas City is becoming grayer and more ethnically diverse, as the aging majority gives way to younger minorities. Similar to national trends, the metropolitan Kansas City population is getting older. The area's median age has increased from 30.2 years in 1980 to 32.3 years in 1988. The middle age population will rise sharply during the 1990s and to the year 2000 as the "baby-boomers" continue to age. The minority population in metropolitan Kansas City has increased faster over the past decade than the population as a whole, with Hispanic and Asian populations experiencing the greatest growth rates, 41 percent and 34 percent, respectively. The minority population represented 16 percent of all persons in 1980. By 1990, that proportion has increased slightly to 16.2 percent.

Minority Population in Metropolitan Kansas City: 1990

County	Total	White	Black	Hispanic	Other
Metro K.C.	1,611,261	1,351,014	192,301	45,575	22,371
Jackson	648,715	490,423	127,936	20,952	9,404
Johnson	364,604	348,277	4,584	6,566	5,177
Wyandotte	173,155	117,251	42,767	9,910	3,227

Over 82 percent of the region's minority population resides in Jackson and Wyandotte counties, and most in the central city areas of Kansas City, Missouri, and Kansas City, Kansas. Although suburbanization of minorities has been significant over the past decade, the region continues to have substantial concentrations of minorities in limited geographic areas.

Over the next decade, the metropolitan area will continue to experience strong growth in its minority population, both from births and from in-migration.

Qualitative Analysis of Quality of Life Issues

Pattern of Responses of Focus Groups, Program Directors, and Survey respondents

Focus Group	Program Directors	Survey Respondents
WOMEN		
.Self esteem	.Self esteem	.Self Confidence/ Self Worth
.Social interaction-relationship building	.Recreation	.Social Interaction
.Wellness and physical fitness (focus on health issues)	.Loneliness	.Wellness/Physical Fitness
.Religion (women as second class)		.Religion
.Arts too costly		.Arts, Theater, Dance
.Lack of safety		
GIRLS		
.Self esteem		
.Wellness		
.Social interaction		
.Religion		
.Arts		

The survey reached over 686 of women and girls in the Kansas City area. The responses of that sample are shown in the subsequent table. The frequency of responses suggest that the issue of self confidence and social interaction are of importance to women. The focus group respondents appear to suggest that the issue of social interaction is of importance to adolescents as well.

Table Survey response patterns to issues of Quality of Life:

Religion	QUAL_LF1	93	15.3	45.4
Wellness and Physical Fitness	QUAL_LF2	117	19.3	57.1
Arts, Theater, Dance	QUAL_LF3	83	13.7	40.5
Social Interaction/relationship building	QUAL_LF4	133	21.9	64.9
Self Confidence and Self Worth	QUAL_LF5	145	23.9	70.7
Political and social activism	QUAL_LF6	35	5.8	17.1
Total responses		606	100.0	295.6

Quantitative Analysis of Survey Data

The correlation suggest that the issue of religion is more important to minority women, while wellness and physical fitness, Arts, Theater and Dance, and Social Interaction are important to urban and suburban non-minority women. The issue of self confidence is also related the urban/suburban respondents. The category os arts, theater, dance appears to be associated with respondents who hold higher education levels. Additionally the category of political and social activism appears to be related to single women and women who are divorced or separated.

Table Demographic variables correlation with Quality of Life Issues

	AGE	RACE	INCOME	ZIP	EDUCATION
QUAL_LF1	.0421	-.0883*	-.0204	-.0733	-.0095
QUAL_LF2	.0602	.0892*	.1075**	.0995**	.0381
QUAL_LF3	-.0295	.0893*	.0111	.0613	-.0382
QUAL_LF4	.0154	.0859*	.0449	.0796*	.0279
QUAL_LF5	.0226	.0678	.0502	.1030**	.0393
QUAL_LF6	.0121	.0166	-.0209	-.0575	-.0286

	FAM_STR	MARITAL	CHIL_REL	CHILDREN
QUAL_LF1	-.0446	-.0383	.0250	.0009
QUAL_LF2	-.0048	-.0675	-.0541	-.0443
QUAL_LF3	-.0382	-.0023	-.0736	-.0875*
QUAL_LF4	.0158	.0193	-.0303	-.0140
QUAL_LF5	-.0260	-.0211	-.0381	.0219
QUAL_LF6	.1352*	-.0232	-.0007	-.0372

* - Signif. LE .05 ** - Signif. LE .01 (2-tailed)

Discussion:

The social development of women as stated in the literature is reportedly divergent from male socialization. The result is a variable value structure between men and women. The study identified the issues of self confidence/self worth; social interaction and relationship building; and wellness and physical fitness as the major issues of concern for women. The current research in the area of women's development by Gilligan and others suggest the developmental models currently utilized have an inherent gender bias in that they have been constructed on the basis of research on men's values without assessing the unique aspects of women. While there are many similarities, the differences may lie in the areas of emphasis. This study strongly emphasizes the concern in the area of how the individual relates to family, community, and to society. The literature cites Jean Baker Miller "Women's sense of self and of worth is grounded in the ability to make and maintain relationships". This approach to life tends to characterize both the family domain and the employment or public domain for many women.

The issue of residential segmentation suggests that the middle class Blacks are moving to the suburban areas in predominantly white middle class areas. The issue of socialization for Black women remains focused on the Balck church. The remaining areas within the city contain elderly, fixed income, the low income, and the unemployed. There has been some stablization in the areas of Valentine, Hyde Park, and the Country Club District. The Troost area remains a physical and a psychological barrier to the quality of life issues; housing, safety, crime, redlining, and access to services. To the extent that many Black women reside east of Troost and in the central city, the ramifications of Troost still present a devastating impact on the quality of life.

There appears to be a need for research which identifies the stages of development which include the developmental tasks that are socially ascribed to women may suggest the role that socialization, social interaction, and esteem have. The socialization which women receive may not fully prepare them for the multiplicity of roles to which they are assigned. The social transformations occur from childhood to adolescence, through college, through marriage and family and when women enter the labor force. These transformations may result in a greater need for opportunities which are supportive of the role. Similarly the literature seems to suggest that there are important transformations which occur in adolescents for which an understanding from a developmental perspective is not presently accessible. The challenge faced by Blacks may in fact present a unique value structure in that awareness of issues such as caring,compassion, and justice are associated with the struggle of oppression and discrimination within the community and within the society. The images of mainstream society rarely present positive images for Black women and girls. Self esteem may be a result of socialization.

A major issue of interest to women is wellness and physical fitness. This issue has been identified in the literature as being significant in terms of women's attitudes. The literature cites Freysinger as indicating that 'Women's attitudes toward wellness and physical fitness have undergone tremendous changes.' This study of women in the Heartland suggests that the concern about wellness and fitness may be related to the concern for health; for stress reduction in the attempt to manage home and work; and as a method of increasing esteem through physical competency.

This study shows that women select the categories of social interaction and relationship building over more institutionalized activities of religion and political or social activism. These patterns may be differiented by race. The literature suggests that research (Feltney and Paloma, 1991) supports the notion that women hold more religious behaviors than do men. The analysis further suggested that the best predictor of religiosity was age. The church remains a bastion of social interaction and continues to have high levels of participation by Black women.

The data are supported by the literature which suggests that employment and education have direct effects on the esteem of women. The achieved levels of competency result in the higher levels of esteem. This study does reflect a strong emphasis on education and employment as areas of women's interest. The experience of Black women and work may have some unique distinction. Black women have always worked, dating from the plantation days to the present day. The issues of self esteem for Black women were associated with the issues of their social status as Black moreso than the issue of gender.

One purpose of the current study was to identify specific areas of concern for women and girls. This was accomplished by analyzing the six subject areas. Qualitative analyses revealed response patterns by different groups and identified the strength of the topics in each of the subject areas by highlighting the areas of agreement and disparity between subject groups. Quantitative analysis identified relationships between subject topics and demographic variables of the sample groups.

Service Usage and Service Needs

Another purpose of the current study was to identify the patterns of use and to identify the needs for various services by women and girls for the past six months. Qualitative analysis of survey data identified profiles of the types of services needed. Quantitative Analysis revealed further information about relationships between particular sub)groups and the use and need for particular services.

The data suggest that a high proportion of women are using medical services and that a moderate proportion are using child care services, educational services, and employment services.

The survey additionally asked women in the sample to identify the needs in terms of services. The survey asked respondents to list the top three services they need. The issues selected were related to access to the various systems which women identify as important; health, education, counseling, child care and employment. This categorical list reflects the needs of the individual respondent for themselves and their family.

PROFILE OF RESPONDENTS USE OF SERVICES WITHIN PAST YEAR

USE CHILD CARE SERVICES			
NO RESPONSE	0	47	6.9
YES	1	156	22.7
NO	2	483	70.4
	Total	686	100.0
USE EMPLOYMENT SERVICES			
NO RESPONSE	0	23	3.4
YES	1	188	27.4
NO	2	475	69.2
	Total	686	100.0
USE EDUCATIONAL SERVICES			
NO RESPONSE	0	29	4.2
YES	1	251	36.6
NO	2	406	59.2
	Total	686	100.0
USE OF MEDICAL SERVICES			
NO RESPONSE	0	18	2.6
YES	1	513	74.8
NO	2	155	22.6
		686	100.0

CATEGORY OF SERVICES NEEDED IDENTIFIED BY RESPONDENT

		First	Second	Third
ACCESS TO MENTAL HEALTH	10	69	6	3
SUBSTANCE ABUSE	11	4	5	5
AIDS STD	12	1	0	2
PRENATAL POSTNATAL CARE	13	1	1	0
PREGNANCY PREVENTION	14	13	9	9
ACCESS TO HEALTH CARE	15	53	24	14
ADEQUATE HEALTH INSURANCE	16	18	14	6
DISEASES	17	1	2	1
OTHER, COUNSELING	18	54	45	24
DISCRIMINATION	21		1	
FAMILY VIOLENCE	23	0	0	3
PREVENTION SERVICES	24	5	1	3
RAPE CRISIS INTERVENTION	25	2	7	1
CRIME NEIGHBORHOOD SAFETY	26	8	2	4
RACISM SEXISM HARASSMENT	27	1	3	1
GENERAL VIOLENCE	28	0	0	4
CHILD INFANT DAYCARE	31	38	24	21
ELDER CARE	32	7	6	8
HOUSING	33	22	24	14
ACCESS TO FOOD UTILITY	34	12	13	12
PARENTING	36	7	5	7
DISPLACED HOMEMAKER	37	1	0	0
OTHER; BLENDED FAMILY	38	8	9	9
JOB TRAINING AND RETRAINING	41	10	13	9
TRANSPORTATION	42	14	18	12
EQUAL OPPORTUNITY	43	5	7	4
ABILITY TO OBTAIN CREDIT	45	1	3	3
ACCESS TO CREDIT	46	2	2	0
SALARY ISSUES	47	1	6	2
EMPLOYMENT OTHER	48	40	50	39
ACCESS TO EDUCATION	51	89	21	0
DROPOUT SERVICES	53	2	0	0
AVAILABILITY OF SCHOLARSHIPS	54	12	3	7
HIGHER EDUCATION	56	0	0	28
CONTINUING EDUCATION	57		46	1
BASIC EDUCATION	58	2	0	0
RELIGION	61	3	10	7
WELLNESS AND PHYSICAL FITNESS	62	6	9	8
ARTS THEATER AND DANCE	63	6	3	6
SOCIAL INTERACTION	64	14	21	12
SELF CONFIDENCE	65	5	4	7
OTHER	66	15	16	7
PERSONAL SUPPORT ISSUES	69	2	6	2
	.	186	245	357
Total		686	100.0	100.0

The stated needs of the respondents were correlated with the demographic variables to identify if relationships existed. The income variable was associated with persons second and third choices. Higher income respondents appear to make similar selections in their second and third selections.

Table Category of Need with Demographic variables Correlation Coefficients

	AGE	RACE	INCOME	ZIP	EDUCATION
YOUR1	.0189	-.0343	-.0916	-.0033	-.0436
YOUR2	.0403	.0221	.1017*	-.0273	.0887
YOUR3	.0376	.0140	.1759**	.0635	.0929

Service Needs for Girls under 12 years old

The survey asked the respondents to identify the services they felt were needed for girls under the age of 12. The respondents were asked to identify three service areas for this age category. The table shows that the major focus of the identified needs for this question related to health, i.e. pregnancy prevention, education, and in the area of quality of life, i.e. recreation and social interaction activities.

Table FREQUENCY OF CATEGORIES OF NEEDED SERVICES FOR GIRLS UNDER 12

		First	Second	Third
ACCESS TO MENTAL HEALTH	10	14	12	14
SUBSTANCE ABUSE	11	20	35	32
AIDS STD	12	1	5	5
PRENATAL POSTNATAL C	13	3	1	0
PREGNANCY PREVENTION	14	122	81	29
ACCESS TO HEALTH CAR	15	8	14	5
ADEQUATE HEALTH INSURANCE	16	1	1	1
DISEASES	17	0	0	1
OTHER	18	40	39	22
SEX EDUCATION	19	2	0	0
CHILD ABUSE NEGLECT	22	6	10	8
FAMILY VIOLENCE	23	3	1	1
PREVENTION SERVICES	24	5	4	8
RAPE CRISIS INTERVENTION	25	5	5	3
CRIME NEIGHBORHOOD S	26	13	10	9
RACISM,SEXISM,HARASSMENT	27	0	2	1
GENERAL VIOLENCE OTHER	28	1	2	6
CHILD INFANT DAYCARE	31	23	12	29
HOUSING	33	0	3	5
ACCESS TO FOOD UTILI	34	4	7	2
PARENTING	36	16	13	11
OTHER	38	10	10	8
JOB TRAINING AND RET	41	5	10	6
TRANSPORTATION	42	0	3	3
EQUAL OPPORTUNITY	43	0	0	1
ABILITY TO OBTAIN CREDIT	45	0	1	1
ACCESS TO CREDIT	46	0	0	1
EMPLOYMENT OTHER	48	4	3	9
ACCESS TO EDUCATION	51	111	13	10
LITERACY EDUCATION	52	0	2	3
AVAILABILITY OF DROP	53	3	3	48
CONTINUING EDUCATION	57	0	59	6
RELIGION	61	4	3	18
WELLNESS AND PHYSICAL	62	16	24	17
ARTS THEATER AND DAN	63	15	13	28
SOCIAL INTERACTION	64	38	31	29
SELF CONFIDENCE AND	65	30	38	10
OTHER	66	5	9	2
PERSONAL SUPPORT ISSUES	69	1	1	0
	.	157	206	294
	Total	686	100.0	100.0

The correlational analysis did not indicate any pattern to the response which might be associated with the demographic variables.

GIRLS NEED CATEGORIES BY DEMOGRAPHIC VARIABLES
CORRELATION COEFFICIENTS

	AGE	RACE	INCOME	ZIP	EDUCATION
GIRLS1	.0310	-.0496	.0075	-.0649	.0374
GIRLS2	.0277	-.0765	-.0238	-.0727	-.0282
GIRLS3	.0965	-.0441	-.0128	-.0821	-.0478

Service Needs for Adolescents under 18 years of age.

The survey asked the respondents to identify the services they felt were needed for adolescents under 18 years of age. The respondents were asked to identify three service areas for this age category. The table shows that the major focus of the identified needs for this question related to health, i.e. pregnancy prevention, education, and in the area of quality of life, i.e. recreation and social interaction activities.

Table FREQUENCY OF CATEGORIES OF NEED FOR SERVICES FOR ADOLESCENTS

		First	Second	Third
ACCESS TO MENTAL HEALTH	10	10	8	10
SUBSTANCE ABUSE	11	26	58	24
AIDS STD	12	7	9	4
PRENATAL POSTNATAL C	13	7	5	3
PREGNANCY PREVENTION	14	173	86	39
ACCESS TO HEALTH CAR	15	9	8	5
ADEQUATE HEALTH INSURANCE	16	1	2	0
DISEASES	17	1	1	1
OTHER, COUNSELING	18	33	35	30
SEX EDUCATION	19	1	0	0
CHILD ABUSE NEGLECT	22	1	1	1
FAMILY VIOLENCE	23	4	1	1
PREVENTION SERVICES	24	3	7	2
RAPE CRISIS INTERVENTION	25	8	7	11
CRIME NEIGHBORHOOD S	26	6	1	8
RACISM, SEXISM, HARASSMENT	27	0	2	14
GENERAL VIOLENCE OTHER	28	1	4	4
CHILD INFANT DAYCARE	31	9	4	4
ELDER CARE	32	0	1	1
HOUSING	33	4	3	3
ACCESS TO FOOD UTILI	34	1	2	2
PARENTING	36	9	15	12
DISPLACED HOMEMAKER	37	0	1	1
OTHER	38	11	8	6
JOB TRAINING AND RET	41	8	17	18
TRANSPORTATION	42	1	2	4
EQUAL OPPORTUNITY	43	3	6	6
ABILITY TO OBTAIN FINANCE	45	0	1	2
SALARY ISSUES	46	0	1	1
EMPLOYMENT OTHER	48	18	25	41
ACCESS TO EDUCATION	51	14	13	18
LITERACY	52	0	0	2
AVAILABILITY OF DROP	53	2	1	4
SCHOLARSHIP, LOANS, GRANTS	54	0	4	0
CONTINUING EDUCATION	57	0	61	11
BASIC EDUCATION	58	72	0	0
RELIGION	61	4	2	11
WELLNESS AND PHYSICAL	62	11	22	7
ARTS THEATER AND DAN	63	7	10	9
SOCIAL INTERACTION	64	22	20	19
SELF CONFIDENCE AND	65	22	25	32
OTHER	66	6	9	11
	85	1	1	0
	.	168	192	272
Total		686	100.0	100.0

The correlational analysis suggests there are no demographic associations with the response pattern of respondents.

Table ADOLESCENTS NEED CATEGORY BY DEMOGRAPHIC VARIABLES

ADOLESCENTS1	.0457	-.0167	-.0431	-.0625	-.0092
ADOLESCENTS2	-.0447	-.0624	-.0718	-.0296	-.0004
ADOLESCENTS3	.0455	.0534	.0300	.0637	.0955

Priority Issues for Women in Kansas City.

The last category of needs identify by the survey population was to specify the priority issues for all women in Kansas City. This categorical listing suggests the bulk of concern is in the areas of health, education, employment and quality of life. These categories account for more than 70% of the responses.

Table FREQUENCY OF NEEDS FOR WOMEN IN KANSAS CITY

ACCESS TO MENTAL HEALTH	10	13	13	12
SUBSTANCE ABUSE	11	7	23	17
AIDS STD	12	6	3	5
PRENATAL POSTNATAL C	13	3	3	0
PREGNANCY PREVENTION	14	28	18	7
ACCESS TO HEALTH CAR	15	8	8	7
ADEQUATE HEALTH INSURANCE	16	1	8	3
DISEASES	17	0	2	0
OTHER	18	15	27	18
DISCRIMINATION	21	11	2	3
CHILD ABUSE AND NEGLECT	22	0	3	0
FAMILY VIOLENCE	23	6	5	1
PREVENTION SERVICES	24	4	1	3
RAPE CRISIS INTERVENTION	25	5	5	5
CRIME NEIGHBORHOOD S	26	22	8	4
RACISM SEXISM HARASS	27	12	5	8
GENERAL VIOLENCE	28	10	4	3
CHILD INFANT DAYCARE	31	30	24	31
ELDER CARE	32	0	3	4
HOUSING	33	9	16	16
ACCESS TO FOOD UTILI	34	4	8	11
PARENTING	36	6	6	11
DISPLACED HOMEMAKER	37	7	9	4
OTHER	38	15	11	12
JOB TRAINING AND RET	41	17	24	10
TRANSPORTATION	42	4	2	4
EQUAL OPPORTUNITY	43	40	23	10
SEXUAL HARASSMENT ON	44	1	2	0
ABILITY TO OBTAIN FINANCES	45	1	4	2
ACCESS TO CREDIT	46	2	1	4
SALARY ISSUES	47	14	18	8
EMPLOYMENT OTHER	48	57	38	25
ACCESS TO EDUCATION	51	7	13	17
SCHOLARSHIPS, LOANS, GRANTS	54	0	0	1
HIGHER EDUCATION	56	0	0	26
BASIC EDUCATION	58	33	0	0
RELIGION	61	6	3	2
WELLNESS AND PHYSICAL	62	3	2	5
ARTS THEATER AND DAN	63	4	1	2
SOCIAL INTERACTION	64	8	8	12
SELF CONFIDENCE AND	65	13	16	19
OTHER	66	17	15	16
PERSONAL SUPPORT ISSUES	69	3	9	5
	.	234	258	331
	Total	686	100.0	100.0

The correlational analysis suggests there are no associations with the response patterns of the respondents and the demographic variables.

Table Priority issues by Demographic Variables

	AGE	RACE	INCOME	ZIP	EDUCATION
PRIORITY1	.0647	-.0265	.0046	-.0068	-.0626
PRIORITY2	-.0132	.0709	.0136	-.0318	-.0225
PRIORITY3	.0102	.0205	-.0177	-.0823	.0263

Discriminant Function Analysis

The statistical inquiry further attempted to identify any patterns within the various subgroups of the survey sample. This statistical procedure involved a discriminant function analysis and a multivariate analysis.

Discriminant Function Analysis Results.

The discriminant function analysis indicated that the groups had distinct variation based on groups on the variable of age and based on groups on the variable of residence. The age group under 22 were interested in access issues relative to health care, education and employment. The group 23-35 was characterized as access to education, employment and family support services.

The group 36-45 indicated concern in the issues of AIDS, prevention programs, and access to social supports. The group 46-55 was characterized as interested in issues of jobs through job training and retraining, salary issues, and child care services. The group 56-65 was interested in

Table Discrimination variables by age groups availability of services for all groups such as day care, elder care, pregnancy prevention, and displaced homemakers. This group also appeared interested in areas of religion and self esteem.

AGE GROUP UNDER 22	AGE GROUP UNDER 35	AGE GROUPS UNDER 45
ALCOHOL AND DRUG ABUSE	ACCESS TO EDUCATIONAL OPPORTUNITIES	AIDS
ACCESS TO HEALTH CARE	LITERACY AND GED	PRENATAL/POSTNATAL CARE
ADEQUATE HEALTH INSURANCE	EQUAL OPPORTUNITY FOR ADVANCEMENT	DROPOUT PREVENTION
AVAILABILITY OF SCHOLARSHIPS, LOANS, GRANTS	ACCESS TO CREDIT	IN SCHOOL RETENTION
USE OF EDUCATIONAL SERVICES	PARENTING ISSUES	SUPPORT FOR PUBLIC EDUCATION
USE OF EMPLOYMENT SERVICES	SOCIAL INTERACTION AND RELATIONSHIP BUILDING	ACCESS TO UTILITY ASSISTANCE
		DISABILITIES
		WELLNESS AND PHYSICAL FITNESS
		DISCRIMINATION
		RACISM/SEXISM/ HARASSMENT

AGE GROUP UNDER 55	AGE GROUP UNDER 65
JOB TRAINING	DISEASES
JOB RETRAINING	PREGNANCY AND PREGNANCY PREVENTION
SALARY ISSUES	TRANSPORTATION
ARTS THEATER AND DANCE	SEXUAL HARASSMENT ON THE JOB
USE OF CHILD CARE	ABILITY TO GAIN FINANCIAL CREDIT
	CHILD CARE
	ELDER CARE
	HOUSING
	DISPLACED HOMEMAKER
	RELIGION
	SELF CONFIDENCE AND SELF WORTH

The discriminant function analysis indicated the survey sample differed on the basis of the residential area in which the respondent lived. The differences indicated that the center city was interested in the issues of housing, wellness, rape crisis, and was characterized as using medical services within the past six months. The downtown area were concerned with issues of access to health care, access to credit and to job training and retraining as well as relationship issues of social interaction and blended families. The eastern areas were concerned with the availability of health insurance, prenatal care, and elder care and used educational services within the past six months. The Kansas City Kansas areas were characterized as concern for substance abuse, discrimination and family violence, as well as religion. The south areas were concerned with the literacy, pregnancy prevention, parenting, crime and neighborhood safety and AIDS. The northland was characterized as concerned about access to educational opportunities, to scholarships and to prevention of high school dropouts, other issues included transportation. The Plaza area was described as interested in child care, and socially supportive services. The suburbs were grouped on the basis of interest in issues of child abuse and neglect and equal opportunity for advancement in employment.

Table Discriminate variables by Residential areas.

CENTER CITY	DOWNTOWN	EAST AND NORTHEAST
HOUSING	ACCESS TO HEALTH CARE	PRENATAL AND POSTNATAL CARE
WELLNESS AND PHYSICAL FITNESS	JOB TRAINING AND JOB RETRAINING	ADEQUATE HEALTH INSURANCE
ARTS THEATER AND DANCE	ACCESS TO CREDIT	ELDER CARE
RAPE CRISIS AND SERVICES INTERVENTION	SOCIAL INTERACTION RELATIONSHIP BUILDING	SALARY ISSUES
USE OF MEDICAL SERVICES	BLENDED FAMILIES	USE OF EDUCATIONAL
	SELF CONFIDENCE AND SELF WORTH	

KANSAS CITY KS	KC SOUTH	NORTHLAND
ALCOHOL AND DRUG ABUSE	LITERACY/GED	EDUCATIONAL OPPORTUNITIES
DISEASES(CANCER)	AIDS	DROPOUT PREVENTION
RELIGION	PREGNANCY PREVENTION	IN SCHOOL RETENTION
SOCIAL/POLITICAL ACTIVISM	COUNSELING	SCHOLARSHIPS, LOANS, GRANTS
RACISM, SEXISM, HARASSMENT	SEXUAL HARASSMENT ON THE JOB	TRANSPORTATION
FAMILY VIOLENCE	PARENTING ISSUES	DISCRIMINATION
	PREVENTION SERVICES	USE OF EMPLOYMENT SERVICES
	CRIME/NEIGHBORHOOD SAFETY	
	DISPLACED HOMEMAKER	

PLAZA/ S.W.	SUBURBS
CHILD/INFANT DAY CARE	EQUAL OPPORTUNITY FOR ADVANCEMENT
ACCESS TO FOOD AND UTILITY ASSISTANCE	CHILD ABUSE/NEGLECT
JOB TRAINING AND JOB RETRAINING	
USE OF CHILD CARE SERVICES	

Multivariate Analysis

The last statistical procedure employed in this study was a multivariate analysis on the demographic variables with the discriminant categories based on age groups. The purpose of this step was to identify if a set of demographic variables would predict the relationships. This step in the analysis was intended to consider which demographic variables would improve understanding the issues of concern of the respondent groups. The following table identifies the key predictors.

AGE GROUP UNDER 22	AGE GROUP UNDER 35	AGE GROUPS UNDER 45
ALCOHOL AND DRUG ABUSE ACCESS TO HEALTH CARE ADEQUATE HEALTH INSURANCE AVAILABILITY OF SCHOLARSHIPS, LOANS, GRANTS USE OF EDUCATIONAL SERVICES USE OF EMPLOYMENT SERVICES	ACCESS TO EDUCATIONAL OPPORTUNITIES LITERACY AND GED EQUAL OPPORTUNITY FOR ADVANCEMENT ACCESS TO CREDIT PARENTING ISSUES SOCIAL INTERACTION AND RELATIONSHIP BUILDING	AIDS PRENATAL/POSTNATAL CARE DROPOUT PREVENTION IN SCHOOL RETENTION SUPPORT FOR PUBLIC EDUCATION ACCESS TO UTILITY ASSISTANCE DISABILITIES WELLNESS AND PHYSICAL FITNESS DISCRIMINATION RACISM/SEXISM/ HARASSMENT
PREDICTORS:	PREDICTORS:	PREDICTORS:
HEALTH ISSUES: AGE CHILDREN, FAMILY WELFARE:MARITAL EMPLOYMENT: MARITAL FAMILY EDUCATION: ZIP CODE, AGE, INCOME	VIOLENCE:AGE MARITAL FAMILY WELFARE:MARITAL EMPLOYMENT ISSUES:AGE	HEALTH ISSUES: EDUCATION LEVEL VIOLENCE ISSUES: STRUCTURE, CHILDREN FAMILY WELFARE:MARITAL FAMILY STRUCTURE, ZIP CODE

AGE GROUP UNDER 55	AGE GROUP UNDER 65
JOB TRAINING JOB RETRAINING SALARY ISSUES ARTS THEATER AND DANCE USE OF CHILD CARE	DISEASES PREGNANCY AND PREGNANCY PREVENTION TRANSPORTATION SEXUAL HARASSMENT ON THE JOB ABILITY TO GAIN FINANCIAL CREDIT CHILD CARE ELDER CARE HOUSING DISPLACED HOMEMAKER RELIGION SELF CONFIDENCE AND SELF WORTH
PREDICTORS	PREDICTORS
FAMILY WELFARE: FAMILY STRUCTURE, ZIP CODE EMPLOYMENT ISSUES: RACE, CHILDREN EDUCATION ISSUES: EDUCATIONAL LEVEL QUALITY OF LIFE: ZIP CODE	EDUCATION ISSUES: INCOME, AGE

Conclusions:

The priorities of women appear to relate strongly to the socialized role of women. The areas of major concern are health and education. These areas are of concern for the individual women and also for their families. The concern for the issues of health is interesting in that the health dilemma is tied to the prevalence of pregnancy to women's lives and to the employment opportunities which often limit the availability of health insurance or employments which provide limited benefits for health care. The dilemma is that women need the coverage for pregnancy to provide for prenatal and postnatal care and positive pregnancy outcomes. The movement of women into the labor market has also had health consequences in that the job related illnesses are now experienced by women. The absence of health care studies on the effects of employment on women's health may create unexpected health costs in terms of diseases, of fertility and in terms of life expectancy.

The educational concerns appear also to apply to women individually and for their families. The economic environment requires that work environments become technologically upgraded. This impetus requires that employees upgrade their skills to compete in these environs. The educational costs for higher education continues to rise faster than inflation. These costs make education of children a major economic investment for manu families. Families report that parents secure additional employments or secure additional home mortgages to afford the educational costs of a baccalaureate education. The need for scholarships and grants for children of the middle class is evidenced by the behaviors of many parents attempting to provide for their children.

The literature on development in adults suggests that in adult development a primary task is the establishment of relationships and the acquisition of competencies. The survey emphasis in the area of quality of life appears to be related to these developmental concerns. The caring and nurturing aspects of human development may be particularly important to the lives of women and girls. Socially the opportunities to engage in cooperative enterprises, to design work enterprises that are socially constructive and to provide for family stability and cohesiveness appear to be important attributes.

The structure of the family is intended to provide for security and stability as well as provide the individual members with social and emotional development. The present family constellation appears to need significant support to enable this structure to meet the needs of the individual members. The protection for children is the family structure. The difficulty of this basic unit of society is obviously reflected in this area of concern.